GOVERNMENT OF INDIA
WOMEN AND CHILD DEVELOPMENT
LOK SABHA

UNSTARRED QUESTION NO:2089
ANSWERED ON:11.12.2015
Internal Complaints Committee on Sexual Harassment
Koli Shri Bahadur Singh

Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

(a) whether constitution of Internal Complaints Committee (ICC) for receiving complaints of sexual harassment of women is mandatory in all Ministries/Departments of Union as well as State Governments and in the private sector too;
(b) if so, the details and compliance thereof;
(c) whether the Government proposes to make any amendment in the Sexual Harassment of Women at Work Place (Prevention, Prohibition and Redressal) Act, 2013 so as to check increasing number of incidences of sexual harassment in present circumstances;
(d) if so, the details and present status thereof; and
(e) the further measures taken by the Government for effective implementation of the Act?

Answer

MINISTER OF WOMEN AND CHILD DEVELOPMENT
(SHRIMATI MANEKA SANJAY GANDHI)

(a) Yes Madam. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 mandates all the workplace which include any department, organisation, undertaking, establishment, enterprise, institution, office, branch or unit which is established, owned, controlled or wholly or substantially financed by funds provided directly or indirectly by the appropriate Government or the local authority or a Government company or a corporation or a co-operative society having more than 10 workers to constitute Internal Complaint Committee (ICC) for receiving complaints of sexual harassment. The Act cast an obligation upon employers to constitute Internal Complaint Committee.
(b) Section 23 of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 casts responsibility on the appropriate Government to monitor the implementation of this Act and maintain data on the number of cases filed and disposed off.
(c) & (d) No Madam.
(e) The Ministry of Women and Child Development had issued advisories to all States/UTs Government on 23rd December, 2013 and 27th October, 2014 to ensure effective implementation of the Act. The Ministries/Departments in Government of India have also been advised on 12th November, 2014 to ensure the compliance of the Act. The Associated Chambers of Commerce & Industry of India (ASSOCHAM), Federation of Indian Chambers of Commerce and Industry (FICCI), Confederation of Indian Society, Chamber of Commerce & Industry (CCI), and National Association of Software and Services Companies (NASSCOM) have been requested to ensure effective implementation of the Act amongst their members in private sector entities.

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